

See Me Run.

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Bummer Date of Observation 3-21-05 Grade 9.20th

	O	NA	NO	NI	Comments
Planning/Preparation					
Lesson plans completed in advance	/				- Greeting students at your door. This establishes a positive tone. Thanks! - Gained attention - immediately introduced the objective - Clear goals and appropriate instructional design.
Instructional goals; sequential objectives	/	(Good)			
Student data applied	/				
Content standards	/	(Good)			
Resource materials/technology	/				
Multiple assessments	/				
Teacher resource documentation	/				
Classroom Environment					- Clear expectations.
Students are actively engaged	/				- Good seating
Equitable learning opportunities	/				
Effective classroom procedures	/	(Great)			
Organization of physical space	/	Changes			
Relevant displays	/	(Great)			
Instructional Delivery					
High quality student work valued	/				- Content and Key points motivated students. (Effective explanations)
Evidence of reinforcement	/				
Effective use of time	/				- Very Creative -
Dimensions of Learning strategies	/				
Differentiated instruction	/				- Accurate & Constructive)
Equitable/constructive feedback	/	(Accurate)			
Application/performance activities	/	(Always)			- Checked understanding and adjusted pace. I feel each child comprehended the key concepts.
Informed use of informal/formal assessments	/	(Both)			
High degree of flexibility/responsiveness	/				
Integrated assessment	/				
Professionalism					
Models appropriate speech/behaviors	/				Always - Total Professional.
Maintains poise and composure	/				
Maintains professional appearance	/	Always			I appreciate your dedication and participation.
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				- Highly respectful interactions
Demonstrates respect for students	/				
Evidence/knowledge of students guides instruction	/				

Administrator Jeff Bummer Date 3-22-05 Teacher Jeff Bummer Date 3/22/05

O - Performance observed; found satisfactory
 NA - Performance not observed; not applicable for this lesson
 NO - Performance not observed; inclusion could have strengthened lesson
 NI - Performance as observed indicated need for improvement

See me Rock.

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Zummer Date of Observation 3-21-05 Grade 9. 20th

	O	NA	NO	NI	Comments	
Planning/Preparation						
Lesson plans completed in advance	/				Greeting students at your door. This establishes a positive tone. Thanks!	
Instructional goals; sequential objectives	/	(Good)				
Student data applied	/				Gained attention - immediately introduced the objective	
Content standards	/	(Good)				
Resource materials/technology	/				Clear goals and appropriate instructional design	
Multiple assessments	/					
Teacher resource documentation	/				Clear expectations.	
Classroom Environment						
Students are actively engaged	/				Good seating	
Equitable learning opportunities	/					
Effective classroom procedures	/	(Great)				
Organization of physical space	/	Changes				
Relevant displays	/	(Great)			Content and Key points motivated students (Effective explanations)	
Instructional Delivery						
High quality student work valued	/					Very Creative -
Evidence of reinforcement	/					
Effective use of time	/				Accurate & Constructive)	
Dimensions of Learning strategies	/					
Differentiated instruction	/				(Always)	
Equitable/constructive feedback	/	(Accurate)				
Application/performance activities	/	(Always)			Checked understanding and adjusted pace. I feel each child comprehended the key concepts.	
Informed use of informal/formal assessments	/	(Both)				
High degree of flexibility/responsiveness	/					
Integrated assessment	/				Always - Total Professional. I appreciate your dedication and participation.	
Professionalism						
Models appropriate speech/behaviors	/					Always
Maintains poise and composure	/					
Maintains professional appearance	/	Always			Highly respectful interactions	
Exhibits personal enthusiasm	/					
Demonstrates effective communication skills/clarity	/				Enjoyed the lesson.	
Demonstrates respect for students	/					
Evidence/knowledge of students guides instruction	/					

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

meeting during your prep with Ron

SEMI-ANNUAL EMPLOYEE EVALUATION FORM FOR INSTRUCTIONAL I TEACHERS

Bunker Jeff Jeff Social Studies
 Employee's Last Name First Middle Position(s) of Employee

Washington HS. Ren Janka
 District/TU School Evaluator Interview/Conference Date

School Year: 2004-2005

Evaluation: (Check 1) ☒ One ☐ Two

This form is to serve as a permanent record of an administrator's evaluation of a teacher's performance during a specific time period based on specific criteria.

PERFORMANCE EVALUATION

Directions: Examine all sources of evidence provided by the teacher and bear in mind the aspects of teaching for each of the four categories used in this form. Refer to the rubric language, checking the appropriate aspects of teaching, and indicating the sources of evidence used to determine the evaluation of the results in each category. Finally, assign an overall evaluation of performance, sign the form and gain the signature of the employee.

Category I: Planning and Preparation — Through their knowledge of content and pedagogy skills in planning and preparation, teachers make plans and set goals based on the content to be learned, their knowledge of students and their instructional context. Category I reviews: Knowledge of Content and Pedagogy, Knowledge of Pennsylvania Academic Standards, Knowledge of Students, Selecting Instructional Goals, Designing Coherent Instruction, Assessing Student Learning, Knowledge of Resources, Materials and Technology.

☒ **SATISFACTORY**

Teacher's performance demonstrates:

- o Adequate knowledge of content and pedagogy
- o Adequate knowledge of Pennsylvania's Academic Standards
- o Adequate knowledge of students and how to use this knowledge to direct and guide instruction
- o Appropriate instructional goals that reflect standards and reasonable expectations for students
- o Reasonable awareness of resources, materials, or technology available through the school or district or professional organizations
- o Appropriate instructional design in which plans for various elements are partially aligned with the instructional goals and have a recognizable sequence with some adaptations for individual student needs
- o Appropriate reflection on teaching and learning to enhance instruction
- o Appropriate assessments of student learning mostly aligned to the instructional goals and partially adapted as needed for student needs.

☐ **UNSATISFACTORY**

Teacher's performance demonstrates:

- o Limited or partial knowledge of content and pedagogy
- o Limited or partial knowledge of Pennsylvania Academic Standards
- o Irrelevant or partial knowledge of students and how to use this knowledge to direct and guide instruction
- o Unclear or trivial instructional goals and absence of expectations for students
- o Little or no awareness of resources, materials, and technology available through the school or district or professional organizations
- o Inappropriate or incoherent instructional design in which plans for elements are not aligned with the instructional goals, and have few or inappropriate adaptations for individual student needs
- o Little or no reflection on teaching and learning to enhance instruction
- o Inappropriate assessments of student learning not aligned to the instructional goals nor adapted as needed for student needs.

Sources of Evidence (Check all that apply and include dates, types/titles and number)

- | | | | |
|--|----------------------|--|----------------------|
| <input checked="" type="checkbox"/> Lesson/Unit Plans | See Attachment 426 A | <input checked="" type="checkbox"/> Teacher Conferences/Interviews | See Attachment 426 A |
| <input checked="" type="checkbox"/> Resources/Materials/Technology | See Attachment 426 A | <input checked="" type="checkbox"/> Classroom Observations | See Attachment 426 A |
| <input checked="" type="checkbox"/> Assessment Materials | See Attachment 426 A | <input checked="" type="checkbox"/> Teacher Resource Documents | See Attachment 426 A |
| <input checked="" type="checkbox"/> Information About Students | See Attachment 426 A | <input checked="" type="checkbox"/> Other | See Attachment 426 A |

Justification for Evaluation

Sources of evidence indicate satisfactory rating.

Category II: Classroom Environment — Teachers establish and maintain a purposeful and equitable environment for learning, in which students feel safe, valued, and respected by instituting routines and by setting clear expectations for student behavior. Category II reviews: Teacher Interaction with Students, Establishment of a Learning Environment; Student Interaction.

☒ **SATISFACTORY**

Teacher's performance demonstrates:

- Clear and moderate expectations for student achievement with reasonable value placed on the quality of student work
- Moderate attention to equitable learning opportunities for students
- Appropriate interactions between teacher and students and among students
- Effective classroom routines and procedures resulting in little or no loss of instructional time
- Clear standards of conduct and effective management of student behavior
- Safe and adequate organization of physical space, to the extent it is under the control of the teacher, that provides accessibility to learning and to the use of resources, materials and technology.

☐ **UNSATISFACTORY**

Teacher's performance demonstrates:

- Low or unclear expectations for student achievement with little or no value placed on the quality of student work
- Little or no attention to equitable learning opportunities for students
- Inappropriate or disrespectful interactions between teacher and students and among students
- Inefficient classroom routines and procedures resulting in loss of instructional time
- Absent or unclear standards of conduct, or ineffective management of student behavior
- Unsafe or inadequate organization of physical space, to the extent it is under the control of the teacher, to provide accessibility to learning and to the use of resources, materials, and technology.

Sources of Evidence (Check all that apply and include dates, types/titles, and number)

- | | | | |
|--|----------------------|---|----------------------|
| <input checked="" type="checkbox"/> Classroom | See Attachment 426 A | <input checked="" type="checkbox"/> Visual Technology | See Attachment 426 A |
| <input checked="" type="checkbox"/> Observations | | | |
| <input checked="" type="checkbox"/> Informal | See Attachment 426 A | <input checked="" type="checkbox"/> Resources/Materials/Technology/ | See Attachment 426 A |
| <input checked="" type="checkbox"/> Observations/Visits | | Space | |
| <input checked="" type="checkbox"/> Teacher | See Attachment 426 A | <input checked="" type="checkbox"/> Other | See Attachment 426 A |
| <input checked="" type="checkbox"/> Conferences/Interviews | | | |

Justification for Evaluation

Summary of evidence indicates Satisfactory Rating.

Category III: Instructional Delivery — Teachers, through their knowledge of content and their pedagogy and skill in delivering instruction, engage students in learning by using a variety of instructional strategies. Category III reviews: Communications, Questioning and Discussion Techniques, Engaging Students in Learning, Providing Feedback, Demonstrating Flexibility and Responsiveness.

☒ **SATISFACTORY**

Teacher's performance demonstrates:

- Adequate communication of procedures and clear explanations of content
- Adequate use of questioning and discussion strategies that encourage many students to participate
- Reasonable engagement of students in learning and adequate pacing of instruction
- Adequate feedback to students on their learning
- Adequate use of informal and formal assessments to meet learning goals and to monitor student learning
- Reasonable flexibility and responsiveness in meeting the learning needs of students.

☐ **UNSATISFACTORY**

Teacher's performance demonstrates:

- Unclear or inappropriate communication of procedures and poor explanations of content
- Ineffective use of questioning and discussion strategies and little student participation
- Little or no engagement of students in learning and poor pacing of instruction
- Inaccurate or inappropriate feedback to students on their learning
- Little or inappropriate use of formal and informal assessments to meet learning goals and to monitor student learning
- Inflexibility in meeting the learning needs of students.

Sources of Evidence (Check all that apply and include dates, types/titles, or number)

- | | | | |
|--|----------------------|--|----------------------|
| <input checked="" type="checkbox"/> Classroom Observations | See Attachment 426 A | <input checked="" type="checkbox"/> Student Assignment Sheets | See Attachment 426 A |
| <input checked="" type="checkbox"/> Informal Observations/Visits | See Attachment 426 A | <input checked="" type="checkbox"/> Student Work | See Attachment 426 A |
| <input checked="" type="checkbox"/> Assessment Materials | See Attachment 426 A | <input checked="" type="checkbox"/> Instructional Resources/Materials/Technology | See Attachment 426 A |
| <input checked="" type="checkbox"/> Teacher Conferences/Interviews | See Attachment 426 A | <input checked="" type="checkbox"/> Other | See Attachment 426 A |

Justification for Evaluation

*Sources of evidence indicate
Satisfactory rating.*

Category IV: Professionalism — Professionalism is demonstrated through qualities that characterize a professional person in aspects that occur in and beyond the classroom/building. Category IV reviews: Maintaining Clear and Accurate Records, Communication with Families and Students, Contributing to School and District, Developing Professionalism.

☒ **SATISFACTORY**

Teacher's performance demonstrates:

- Adherence to school and district procedures and regulations related to attendance, punctuality and the like.
- Knowledge of the Professional Code of Conduct.
- Compliance with school or district requirements for maintaining accurate records, communicating with families.
- Compliance with participating in school and/or district events and school or district professional growth and development opportunities.

☐ **UNSATISFACTORY**

Teacher's performance demonstrates:

- Failure to adhere to district procedures and regulations related to attendance, punctuality, and the like.
- Lack of knowledge of the Professional Code of Conduct.
- Lack of compliance with school or district requirements for maintaining accurate records, communicating with families
- Lack of compliance in participating in school and/or district events and school or district professional growth and development opportunities.

Sources of Evidence (Check all that apply and include dates, types/titles, and number)

- | | | | |
|---|----------------------|--|----------------------|
| <input checked="" type="checkbox"/> Teacher Conferences/Interviews | See Attachment 426 A | <input checked="" type="checkbox"/> Progress Reports/Report Cards | See Attachment 426 A |
| <input checked="" type="checkbox"/> Observations/Visual Technology | See Attachment 426 A | <input checked="" type="checkbox"/> Parent/School/Community Feedback | See Attachment 426 A |
| <input checked="" type="checkbox"/> Artifacts/Interaction with Family | See Attachment 426 A | <input checked="" type="checkbox"/> Artifacts: Professional Development/Act 48 Documentation | See Attachment 426 A |
| <input checked="" type="checkbox"/> Student Records/Grade Book | See Attachment 426 A | <input checked="" type="checkbox"/> Perceptive Use of Teaching/Learning Reflections | See Attachment 426 A |
| | | <input checked="" type="checkbox"/> Other | See Attachment 426 A |

Justification for Evaluation

*Sources of rating indicate
Satisfactory rating*

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

2004/2005 Conference - Thru. 2:35 PM
Oct 7
Date of Observation 10/5/04 Grade (9) Adv 2044

Name Jeff Bunner

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				Your professionalism is commended your performance in this area sets you apart as a leader by example and your efforts are sincerely appreciated. - Your very familiar with your students needs.
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				Attention was gained immediately. Clear goals. The lesson was well-designed and integrated elements that align with the instructional goals. Very extensive planning is evident. This resulted in outstanding assessments of student learning that reflect the instructional goals.
Lesson aligns with state standards	/				
Objectives clarified and relevant	/				
Technique					
Gains attention/effective use of time	/				
Demonstrates content knowledge	/				- Expectations were very high and clearly communicated to the class. - Very creative in strategies. (Students teach).
Effective behavior management and efficient routine procedures	/	(Bell)			
Pupil involvement; encourages students with appropriate reinforcement	/	Taught			
Motivates students	/				
Variety of strategies demonstrated	/	Mock			
Adaptations/differentiated instruction	/				* Discuss Standards with me.
Dimensions of Learning methods/strategies	/				
Use of teaching aids; application/performance activities	/				
Assessment is integrated; pre and post; checks for understanding	/				
Integration of other subject areas	/				
Technology integration/use	/				Effective questioning/engaging Involved entire class. Very Positive class climate. Good Job!
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				
Readiness/closure	/				
Positive classroom climate	/				

Administrator Date 10-7-04 Teacher Jeff Bunner Date 10/7/04

O - Performance observed; found satisfactory
NA - Performance not observed; not applicable for this lesson
NO - Performance not observed; inclusion could have strengthened lesson
NI - Performance as observed indicated need for improvement

Conference - Thru. 2:35 PM
Oct 7

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Benner Date of Observation 10/5/04 Grade (9) Adv 204

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				Your professionalism is commended your performance in this area. sets you apart as a leader by example and your efforts are sincerely appreciated. - Your very familiar with your students needs.
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				Attention was gained immediately. Clear goals. The lesson was well-designed and integrated elements that aligner with the instructional goals. Very extensive planning, is evident. This resulted in outstanding assessments of student learning that reflect the instructional goals.
Lesson aligns with state standards	/				
Objectives clarified and relevant	/				
Technique					
Gains attention/effective use of time	/				
Demonstrates content knowledge	/				- Expectations were very high and clearly communicated to the class. - Very creative in strategies. (Students teach).
Effective behavior management and efficient routine procedures	/	(Bell)			
Pupil involvement; encourages students with appropriate reinforcement	/	Taught			
Motivates students	/				
Variety of strategies demonstrated	/	Mock			
Adaptations/differentiated instruction	/				* Discuss Standards with me.
Dimensions of Learning methods/strategies		/			
Use of teaching aids; application/performance activities	/				
Assessment is integrated; pre and post; checks for understanding	/				
Integration of other subject areas	/				
Technology integration/use		/			Effective questioning/engagement. Involved entire class. Very Positive class climate. Good Job!
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				
Readiness/closure	/				
Positive classroom climate	/				

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Revised 8/02

Conference
1-28-05 2:35p

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Brunner Date of Observation 1-27-05 Grade 4-20th Cent.

	O	NA	NO	NI	Comments
Planning/Preparation					
Lesson plans completed in advance	✓				Lesson had high expectations I commend you for maintaining high expectations.
Instructional goals; sequential objectives	✓				
Student data applied	✓				
Content standards	✓ (Good)				
Resource materials/technology	✓				- Organization of lesson really helps students retain key concepts embedded in the lesson plans.
Multiple assessments	✓				
Teacher resource documentation	✓				- Utilization of guided
Classroom Environment					
Students are actively engaged	✓	Very			and independent practice in your lesson.
Equitable learning opportunities	✓				- Interactions highly respectful. This fostered a classroom environment that incorporated well established routines and procedures.
Effective classroom procedures	✓				
Organization of physical space	✓				
Relevant displays	✓ (Great)				
Instructional Delivery					
High quality student work valued	✓				Discussion and questioning strategies were highly effective. Involved the entire class. This led to a great deal of student participation that engaged the entire class. Class was student focused.
Evidence of reinforcement	✓	(Always)			
Effective use of time	✓				
Dimensions of Learning strategies	✓				
Differentiated instruction	✓				
Equitable/constructive feedback	✓				
Application/performance activities (worksheets) (Analysis)	✓				
Informed use of informal/formal assessments	✓				
High degree of flexibility/responsiveness	✓				
Integrated assessment	✓				
Professionalism					
Models appropriate speech/behaviors	✓				Jeff, I commend you for your total professionalism and dedication. I appreciate all that you do for our kids. Continue the great job! I enjoyed the lesson.
Maintains poise and composure	✓				
Maintains professional appearance	✓				
Exhibits personal enthusiasm	✓				
Demonstrates effective communication skills/clarity	✓				
Demonstrates respect for students	✓				
Evidence/knowledge of students guides instruction	✓				

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Revised 10/04

Evaluation:

I certify that the before named employee for the period beginning 8/30 and ending 1/27 has been evaluated
(month/day/year) 04 (month/day/year) 05
to have an overall level of proficiency that is: ☒ Satisfactory; ☐ Unsatisfactory

[Signature]
Signature of Principal/Assistant Principal
(Evaluator)

1-27-05
Date

[Signature]
Signature of Superintendent or IU Director

1-31-05
Date

Overall Justification for Evaluation

*Review of teacher's portfolio, observation;
walk through, data analysis support satisfactory
rating.*

Commendations (optional)**Professional Development Areas:**

JEFFREY ALLAN BUNNER

Name of Employee

[Signature]
Signature of Employee

1/27/05
Date

Conference
1-28-05 2:35 PM

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Bumer Date of Observation 1-27-05 Grade 9-20th Year

	O	NA	NO	NI	Comments
Planning/Preparation					
Lesson plans completed in advance	✓				Lesson had high expectations I commend you for maintaining high expectations - Organization of lesson really helps students retain key concepts embedded in the lesson plans. - Utilization of guided and independent practice in your lesson. - Interactions highly respectful This fostered a classroom environment that incorporated well established routines and procedures - Discussion and questioning strategies were highly effective. Involved the entire class. This led to a great deal of student participation that engaged the entire class. Class was student focused.
Instructional goals; sequential objectives	✓				
Student data applied	✓				
Content standards	✓ (Good)				
Resource materials/technology	✓				
Multiple assessments	✓				
Teacher resource documentation	✓				
Classroom Environment					
Students are actively engaged	✓	Vary.			Jeff I commend you for your total professionalism and dedication. I appreciate all that you do for our kids. Continue the great job! I enjoyed the lesson
Equitable learning opportunities	✓				
Effective classroom procedures	✓				
Organization of physical space	✓				
Relevant displays	✓ (Great)				
Instructional Delivery					
High quality student work valued	✓				
Evidence of reinforcement	✓	(Always)			
Effective use of time	✓				
Dimensions of Learning strategies	✓				
Differentiated instruction	✓				
Equitable/constructive feedback	✓				
Application/performance activities (worksheets) (Analysis)	✓				
Informed use of informal/formal assessments	✓				
High degree of flexibility/responsiveness	✓				
Integrated assessment	✓				
Professionalism					
Models appropriate speech/behaviors	✓				Jeff I commend you for your total professionalism and dedication. I appreciate all that you do for our kids. Continue the great job! I enjoyed the lesson
Maintains poise and composure	✓				
Maintains professional appearance	✓				
Exhibits personal enthusiasm	✓				
Demonstrates effective communication skills/clarity	✓				
Demonstrates respect for students	✓				
Evidence/knowledge of students guides instruction	✓				

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Revised 10/04

WASHINGTON SCHOOL DISTRICT INFORMAL OBSERVATION

Name Jeff Bonner Grade 9
Date 10-15-04 Number of Students 15
Administrator Ron Jurek Time 3:40

The following were observed:

- ☐ Students writing
- ☐ Students problem solving
- ☒ Students listening
- ☐ Students actively involved in learning
- ☐ Students working cooperatively in small groups
- ☒ Teacher actively involved
- ☐ Teacher working with small group
- ☒ Teacher working with whole class
- ☐ Teacher using Dimensions of Learning framework
- ☒ Teacher checking for understanding
- ☒ Lesson plans available
- ☐ Other Reviewing (Grades) (Progress reports) (Good)

Comments, questions, suggestions: Good planning - Good
procedures

Ron Jurek
Administrator

All of these items cannot be observed in an informal observation. The observer will check the ones that were observed in this short period of time.

Commonwealth of Pennsylvania
DEPARTMENT OF EDUCATION
333 Market Street, Harrisburg, PA 17126-0333
TEMPORARY PROFESSIONAL EMPLOYEE/PROFESSIONAL EMPLOYEE RATING FORM

Last Name

First

Middle

WASHINGTON SCHOOL DISTRICT

Washington High School

District/IU

School

Satisfactory

Service of employee sufficiently acceptable to justify continuation of employment.

Signature of Rater:

Position:

Principal

Date:

5-28-04

Unsatisfactory

Improvement is essential to justify continuance in service.

Signature of Rater:

Position:

Date:

I. PERSONALITY:

(encompasses those personal characteristics that directly influence professional performance.)

- Exercises (prudent) judgment.
- Maintains personal hygiene.
- Maintains poise and composure.
- Maintains professional attitudes.

II. PREPARATION

- Communicates with parents about student's progress.
- Demonstrates appropriate language usage.
- Demonstrates a willingness to cooperate toward district goals.
- Evidences planning which reflects objectives and activities.
- Keeps abreast of subject matter and special practices.
- Provides appropriate instructional material to meet the student's needs.

III. TECHNIQUE

- Demonstrates ability to organize for instruction.
- Encourages students with appropriate reinforcement.
- Provides an educational atmosphere consistent with instructional goals.
- Provides for individual student differences.
- Utilizes appropriate strategies.

IV. PUPIL REACTION:

(student response to activities over which the professional employee has control.)

- Demonstrates work/study habits.
- Evidences communication skills.
- Exhibits behaviors conducive to learning.
- Participates in learning activities.

Rating: Temporary Professional Employee
I certify that the above-named employee for the period beginning 1-20-04

and ending 6-10-04 has received
(month/day/year) (month/day/year)

a rating of

SATISFACTORY ☒ UNSATISFACTORY ☐

Rating

(Total Category I, II, III, IV)

Seniority

Rating: Professional Employee

I certify that the above-named employee for the period beginning _____

and ending _____ has received
(month/day/year) (month/day/year)

a rating of

SATISFACTORY ☐ UNSATISFACTORY ☐

Date

I.U. Executive Director or Dist. Supt.

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

Date

Date

I.U. Executive Director or Dist. Supt.

Signature of Employee

WASHINGTON SCHOOL DISTRICT AUXILIARY RESPONSIBILITIES
TEACHER EVALUATION

Name Jeff Brunner
Building H.S.

Date of Evaluation 4-26-04
Grade _____

S = Satisfactory

NA = Not applicable

NI = Needs improvement

REMARKS

I. Personal

- A. Maintains professional appearance
- B. Demonstrates sympathetic, empathetic and realistic responses at appropriate times
- C. Exhibits acceptable communication skills both oral and written
- D. Reacts to constructive criticism and supervision in a professional manner and/or seeks appropriate help when recommended
- E. Reports promptly to school
- F. Handles confidential information and sensitive situations with discretion

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II. Assignments and Management

- A. Enforces school rules and policies as explained in the building handbook
- B. Is punctual and conscientious in performing assigned duties and responsibilities
- C. Attends scheduled meetings punctually on a building, departmental and district level at which attendance is required, unless excused by the building principal
- D. Maintains order and discipline outside the classroom
- E. Uses furnishings, equipment, materials and supplies properly and effectively

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III. Clerical

- A. Completes and submits administrative reports promptly, accurately and legibly
- B. Maintains accurate, complete records as required by law, district policy and administrative regulations

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IV. Professional Relations/Development

- A. Cooperates with the school administration and faculty by sharing responsibilities for the total school program
- B. Utilizes proper channels for school and individual problems
- C. Updates professional knowledge and skills
- D. Maintains professional standards in relationships with colleagues and associates

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V. School Community Relations

- A. Adheres to and supports school rules, administrative regulations and board policies in contacts with parents and the general public
- B. Keeps parents informed regarding student progress or problems through written reports, phone calls and/or parental conferences

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S

Supervisor Comments

Teacher Comments

Supervisor's Signature

Date

Teacher's Signature

Date

[Handwritten Signature]

4-26-04

[Handwritten Signature] 4/26/04

Commonwealth of Pennsylvania
DEPARTMENT OF EDUCATION
333 Market Street, Harrisburg, PA 17126-0333
TEMPORARY PROFESSIONAL EMPLOYEE/PROFESSIONAL EMPLOYEE RATING FORM

Bunner Last Name Jeffrey First Middle
WASHINGTON SCHOOL DISTRICT District/IU Washington High School School

Satisfactory Service of employee sufficiently acceptable to justify continuation of employment.		Signature of Rater: <u>Ronald Jumb</u> Position: <u>Principal</u> Date: <u>11/28/04</u>		Unsatisfactory Improvement is essential to justify continuance in service.		Signature of Rater: _____ Position: _____ Date: _____	
I. PERSONALITY: (encompasses those personal characteristics that directly influence professional performance.)		II. PREPARATION		III. TECHNIQUE		IV. PUPIL REACTION: (student response to activities over which the professional employee has control.)	
<ul style="list-style-type: none"> Exercises (prudent) judgment. Maintains personal hygiene. Maintains poise and composure. Maintains professional attitudes. 		<ul style="list-style-type: none"> Communicates with parents about student's progress. Demonstrates appropriate language usage. Demonstrates a willingness to cooperate toward district goals. Evidences planning which reflects objectives and activities. Keeps abreast of subject matter and special practices. Provides appropriate instructional material to meet the student's needs. 		<ul style="list-style-type: none"> Demonstrates ability to organize for instruction. Encourages students with appropriate reinforcement. Provides an educational atmosphere consistent with instructional goals. Provides for individual student differences. Utilizes appropriate strategies. 		<ul style="list-style-type: none"> Demonstrates work/study habits. Evidences communication skills. Exhibits behaviors conducive to learning. Participates in learning activities. 	

Rating: Temporary Professional Employee
I certify that the above-named employee for the period beginning 8/28/03 (month/day/year) and ending 11/19/04 (month/day/year) has received a rating of **SATISFACTORY** ☒ **UNSATISFACTORY** ☐

Rating
(Total Category I, II, III, IV) _____

Seniority _____

Rating: Professional Employee
I certify that the above-named employee for the period beginning _____ (month/day/year) and ending _____ (month/day/year) has received a rating of **SATISFACTORY** ☐ **UNSATISFACTORY** ☐

Date _____ I.U. Executive Director or Dist. Supt.

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

Date

Date _____ I.U. Executive Director or Dist. Supt.

Signature of Employee

Name Jeff Bunner Date of Observation 3-17-04 Grade 9

20th Cent.

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				Very professional. Your interactions are highly respectful.
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				Gained attention and clearly stated objectives
Lesson aligns with state standards	/				Goals reflect curriculum and standards
Objectives clarified and relevant	/				Planning and Preparation was
Technique					
Gains attention/effective use of time	/				Very thorough.
Demonstrates content knowledge	/				You possess an in-depth and thorough knowledge of content and display enthusiasm during class discussions.
Effective behavior management and efficient routine procedures	/				Routines & Procedures very effective.
Pupil involvement; encourages students with appropriate reinforcement	/				Very familiar with students
Motivates students	/				Consequently the lesson contained high expectations and a degree of rigor that was challenging to class
Variety of strategies demonstrated	/				Lesson was well designed
Adaptations/differentiated instruction	/				a. Sequence was logical
Dimensions of Learning methods/strategies	/				b. High level of participation
Use of teaching aids; application/performance activities	/				c. Instruction followed by practice which was followed by more practice
Assessment is integrated; pre and post; checks for understanding	/				Excellent - Grading
Integration of other subject areas	/				
Technology integration/use	/				
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				I commend you for your professional skill and dedicated development. I encourage you to share your experiences with fellow peers.
Readiness/closure	/				
Positive classroom climate	/				

R. Junko

Administrator

3-18-04

Date

J. Bunner 3/18/04

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Meeting 3-18-04

10:30 AM

Revised 8/02

2003/2004

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Bunner Date of Observation 11-6-03 Grade 9

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				- You are very responsible for a lively and stimulating class atmosphere. Friendly but not lax. - A display of initiative and inventiveness in all phases of the teaching process was evident.
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				- Objectives were clearly understood which sets the stage for instruction.
Lesson aligns with state standards	/				
Objectives clarified and relevant	/				
Technique					
Gains attention/effective use of time	/	Good.			- Varied modes of instruction. Effective - Presented material for all learning styles (Auditory, visual)
Demonstrates content knowledge	/	Sequences			
Effective behavior management and efficient routine procedures	/	Routines & Procedures			- Effective questioning skills: Upper level questioning, Random Proximity, Probing.
Pupil involvement; encourages students with appropriate reinforcement	/				
Motivates students	/				- Bonus: questioning involving entire class was excellent (Participation by all students)
Variety of strategies demonstrated	/				
Adaptations/differentiated instruction	/				- An important facet of your teaching skill is effectively arousing interest. This comes about with extensive initiative and inventiveness.
Dimensions of Learning methods/strategies	/				
Use of teaching aids; application/performance activities	/	T.V. Video			The physical classroom brings history alive. Great Positive Reinforcement P.O.E. Awards.
Assessment is integrated; pre and post; checks for understanding	/	Continuous			
Integration of other subject areas	/				
Technology integration/use					
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/	Bell to Bell			Great Positive Reinforcement P.O.E. Awards.
Readiness/closure	/				
Positive classroom climate	/	P.O.E			

Raul J. [Signature]
Administrator

11-10-03
Date

Jeff Bunner
Teacher

11-10-03
Date

- O - Performance observed; found satisfactory
 NA - Performance not observed; not applicable for this lesson
 NO - Performance not observed; inclusion could have strengthened lesson
 NI - Performance as observed indicated need for improvement

Good Job
Meeting: 11-10-03
 Revised 8/02 2:30 PM

Name Jeff BunnerDate of Observation 11-6-03 Grade 9

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				- You are very responsible for a lively and stimulating class atmosphere. Friendly but not lax.
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				- A display of initiative and inventiveness in all phases of the teaching process was evident.
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				- Objectives were clearly understood which sets the stage for instruction
Lesson aligns with state standards	/				
Objectives clarified and relevant	/				
Technique					
Gains attention/effective use of time	/				- Varied modes of instruction. Effective.
Demonstrates content knowledge	/				- Presented material for all learning styles (Auditory, visual)
Effective behavior management and efficient routine procedures	/				- Effective questioning skill
Pupil involvement; encourages students with appropriate reinforcement	/				- Upper level questioning
Motivates students	/				- Random proximity
Variety of strategies demonstrated	/				- Probing
Adaptations/differentiated instruction	/				- Bonus questioning involves entire class was excellent (Participation by all students)
Dimensions of Learning methods/strategies	/				
Use of teaching aids; application/performance activities	/				- An important facet of your teaching skill is effectively arousing interest. This comes about with extensive initiative and inventiveness.
Assessment is integrated; pre and post; checks for understanding	/				
Integration of other subject areas	/				
Technology integration/use	/				
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				- Bell to Bell The physical classroom brings history alive.
Readiness/closure	/				
Positive classroom climate	/				- Great Positive Reinforcement P.O.E. Awards.

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Good Job!

Meeting: 11-10-03

Revised 8/02 2:30 P

Jeff
Great John?

Thank you for

and writing. Best

being dedicated,
Agnes Great John.

Washington School District
Supervisory Report

Formal Observation

Name Jeff Bunner Date 4-8-03

Subject 20th Cent U.S. Hist. Grade 9 Building WASH High

Don,
Thank you
for the opportunity
to teach here.
4/9/03
Jeff

Comments/Recommendations

This lesson was an incredible gift of learning to your students. You tapped into all modalities & multiple intelligences to give the opportunity to retain this information.

I have no doubt upon review of your planning process & instructional delivery that your students receive this daily gift of learning from you. Your respectful communication - praise, reminders, emphasis interjections - only enhanced the delivery.

Thank you for the opportunity to observe teaching at its best. — and thanks for being here.

Jeff - I can't help but make this recommendation - compare the availability of credit today, - esp of young adults - ~~the~~ corporate America's way of "enslaving" everyone. - Though we all deal w/ this - I find it esp. troubling that young people are generating a great amount of personal debt w/ out recognizing long term consequences.

Roberta DiLorenzo 4-8-03
Dr. Roberta DiLorenzo

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Bunner

Date of Observation 4-8-03

Grade

4-8-03

14 students 1 late arrival

	O	NA	NO	NI	Comments	
Personal Characteristics						
Models appropriate speech/behaviors	✓				Effective excellent interactive strategies engaging all students. You modeled genuine interest and respect for the content you conveyed. Communication skills-excellent. You remained the integral critical learning leader of the class.	
Maintains poise and composure	✓					
Exhibits personal enthusiasm	✓					
Demonstrates effective communication skills/clarity	✓					
Works cooperatively and respectfully with students	✓					
Preparation						
Lesson plans reflect objectives and strategies	✓				Your planning/lesson organization reflects very aspect component of the guidelines. - More importantly, it reflects your dedication to providing the optimum learning opportunities to your students.	
Lesson aligns with state standards	✓					
Objectives clarified and relevant	✓					
Technique						
Gains attention/effective use of time	✓				feedback - immediate, effective praise, reinforcement given often, freely - naturally. Multi-modal instruction. Students aided in constructing, comprehending organizing & storing info. Skill shaping demonstrated. Each activity, assignment, contributed to extending knowledge. Critical & creative thinking skills emphasized. Excellent questioning techniques - guiding, encouraging nudging students to discover the truth.	
Demonstrates content knowledge	✓					
Effective behavior management and efficient routine procedures	✓					
Pupil involvement; encourages students with appropriate reinforcement	✓					
Motivates students	✓					
Variety of strategies demonstrated	✓					
Adaptations/differentiated instruction	✓					
Dimensions of Learning methods/strategies	✓					
Use of teaching aids; application/performance activities	✓					
Assessment is integrated; pre and post; checks for understanding	✓					
Integration of other subject areas	✓				Equitable distribution of attention and instruction. Courtesy-mutual respect-value of the learning process modeled. all aspects & create a learning community-comfortable, safe to participate-focused on the opportunity to learn & understand.	
Geog. Econ Math	✓					
Technology integration/use	✓					
overhead video	✓					
Student Reaction/Classroom Climate						
Actively engages students and provides opportunities to demonstrate learning	✓					
Readiness/closure	✓					
Positive classroom climate	✓					

Patrick DiPietro

4-8-03

Jeffrey A. Bunner

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

Revised 8/02

4/9/03

Commonwealth of Pennsylvania
DEPARTMENT OF EDUCATION
333 Market Street, Harrisburg, PA 17126-0333
TEMPORARY PROFESSIONAL EMPLOYEE/PROFESSIONAL EMPLOYEE RATING FORM

Brunner
Last Name

Jeffrey
First

Middle

WASHINGTON SCHOOL DISTRICT

Washington High School

District/IU

School

<p>Satisfactory Service of employee sufficiently acceptable to justify continuation of employment.</p>	<p>Signature of Rater: <u>Ronald Junka</u> Position: <u>Principal</u> Date: <u>5/30/03</u></p>	<p>Unsatisfactory Improvement is essential to justify continuance in service.</p>	<p>Signature of Rater: Position: Date:</p>
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<p>I. PERSONALITY: (encompasses those personal characteristics that directly influence professional performance.)</p> <p style="text-align: right;"><u>20</u></p> <ul style="list-style-type: none"> • Exercises (prudent) judgment. • Maintains personal hygiene. • Maintains poise and composure. • Maintains professional attitudes. <p style="text-align: right;"><u>20</u></p>	<p>II. PREPARATION</p> <p style="text-align: right;"><u>20</u></p> <ul style="list-style-type: none"> • Communicates with parents about student's progress. • Demonstrates appropriate language usage. • Demonstrates a willingness to cooperate toward district goals. • Evidences planning which reflects objectives and activities. • Keeps abreast of subject matter and special practices. • Provides appropriate instructional material to meet the student's needs. <p style="text-align: right;"><u>20</u></p>	<p>III. TECHNIQUE</p> <p style="text-align: right;"><u>20</u></p> <ul style="list-style-type: none"> • Demonstrates ability to organize for instruction. • Encourages students with appropriate reinforcement. • Provides an educational atmosphere consistent with instructional goals. • Provides for individual student differences. • Utilizes appropriate strategies. <p style="text-align: right;"><u>20</u></p>	<p>IV. PUPIL REACTION: (student response to activities over which the professional employee has control.)</p> <p style="text-align: right;"><u>20</u></p> <ul style="list-style-type: none"> • Demonstrates work/study habits. • Evidences communication skills. • Exhibits behaviors conducive to learning. • Participates in learning activities. <p style="text-align: right;"><u>20</u></p>
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Rating: Temporary Professional Employee
I certify that the above-named employee for the period beginning 1-22-03 (month/day/year) and ending 6-10-03 (month/day/year) has received a rating of
SATISFACTORY ☒ UNSATISFACTORY ☐

Rating (Total Category I, II, III, IV)	<u>80</u>
Seniority	—

Rating: Professional Employee
I certify that the above-named employee for the period beginning _____ (month/day/year) and ending _____ (month/day/year) has received a rating of
SATISFACTORY ☐ UNSATISFACTORY ☐

Date _____ I.U. Executive Director or Dist. Supt.

Date _____ I.U. Executive Director or Dist. Supt.

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

6/9/03 Jeffrey A. Brunner
Date Signature of Employee

WASHINGTON SCHOOL DISTRICT AUXILIARY RESPONSIBILITIES
TEACHER EVALUATION

Name Jeff Bunner
Building H.S.

Date of Evaluation 5-7-03
Grade 9

S = Satisfactory

NA = Not applicable

NI = Needs improvement

REMARKS

I. Personal

- A. Maintains professional appearance
- B. Demonstrates sympathetic, empathetic and realistic responses at appropriate times
- C. Exhibits acceptable communication skills both oral and written
- D. Reacts to constructive criticism and supervision in a professional manner and/or seeks appropriate help when recommended
- E. Reports promptly to school
- F. Handles confidential information and sensitive situations with discretion

S
S
S
S
S
S

Continue the great job!

II. Assignments and Management

- A. Enforces school rules and policies as explained in the building handbook
- B. Is punctual and conscientious in performing assigned duties and responsibilities
- C. Attends scheduled meetings punctually on a building, departmental and district level at which attendance is required, unless excused by the building principal
- D. Maintains order and discipline outside the classroom
- E. Uses furnishings, equipment, materials and supplies properly and effectively

S
S
S
S
S

III. Clerical

- A. Completes and submits administrative reports promptly, accurately and legibly
- B. Maintains accurate, complete records as required by law, district policy and administrative regulations

S
S

IV. Professional Relations/Development

- A. Cooperates with the school administration and faculty by sharing responsibilities for the total school program
- B. Utilizes proper channels for school and individual problems
- C. Updates professional knowledge and skills
- D. Maintains professional standards in relationships with colleagues and associates

S
S
S
S

V. School Community Relations

- A. Adheres to and supports school rules, administrative regulations and board policies in contacts with parents and the general public
- B. Keeps parents informed regarding student progress or problems through written reports, phone calls and/or parental conferences

S
S

Supervisor Comments

Teacher Comments

Supervisor's Signature

Date

Teacher's Signature

Date

[Signature]

5/7/03

[Signature]

5/7/03

Commonwealth of Pennsylvania
DEPARTMENT OF EDUCATION
333 Market Street, Harrisburg, PA 17126-0333
TEMPORARY PROFESSIONAL EMPLOYEE/PROFESSIONAL EMPLOYEE RATING FORM

Bunner Last Name Jeffrey First Middle
WASHINGTON SCHOOL DISTRICT Washington High School
District/IU School

Satisfactory Service of employee sufficiently acceptable to justify continuation of employment.	Signature of Rater: Position: <u>Principal</u> Date:	Unsatisfactory Improvement is essential to justify continuance in service.	Signature of Rater: Position: Date:
I. PERSONALITY: (encompasses those personal characteristics that directly influence professional performance.) <ul style="list-style-type: none"> Exercises (prudent) judgment. Maintains personal hygiene. Maintains poise and composure. Maintains professional attitudes. 	20	II. PREPARATION <ul style="list-style-type: none"> Communicates with parents about student's progress. Demonstrates appropriate language usage. Demonstrates a willingness to cooperate toward district goals. Evidences planning which reflects objectives and activities. Keeps abreast of subject matter and special practices. Provides appropriate instructional material to meet the student's needs. 	20
III. TECHNIQUE <ul style="list-style-type: none"> Demonstrates ability to organize for instruction. Encourages students with appropriate reinforcement. Provides an educational atmosphere consistent with instructional goals. Provides for individual student differences. Utilizes appropriate strategies. 	20	IV. PUPIL REACTION: (student response to activities over which the professional employee has control.) <ul style="list-style-type: none"> Demonstrates work/study habits. Evidences communication skills. Exhibits behaviors conducive to learning. Participates in learning activities. 	20

Rating: Temporary Professional Employee
I certify that the above-named employee for the period beginning 1-22-03 (month/day/year) and ending 6-9-03 (month/day/year) has received a rating of
SATISFACTORY ☒ UNSATISFACTORY ☐

Rating (Total Category I, II, III, IV)	—
Seniority	—

Rating: Professional Employee
I certify that the above-named employee for the period beginning _____ (month/day/year) and ending _____ (month/day/year) has received a rating of
SATISFACTORY ☐ UNSATISFACTORY ☐

Date _____ I.U. Executive Director or Dist. Supt.

I acknowledge that I have read the report and that I have been given an opportunity to discuss it with the rater.
My signature does not necessarily mean that I agree with the performance evaluation.

Date 1/22/03 Signature of Employee Jeffrey A. Bunner

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Jeff Bunner Date of Observation 5-8-03 Grade 20th Century

Jeff, I appreciate your dedication and professionalism. It is always rewarding to see good teaching. Great job!

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors					Skills in communication are excellent. - Classroom presence is good. - You distinguish yourself as "the Teacher." Mutual respect. - Positive attitude modeled. - Immediate feedback given
Maintains poise and composure					
Exhibits personal enthusiasm					
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies					Planning is evident. Well organized. Sequential. Relevant purpose established. Reinforcement. Enrichment components.
Lesson aligns with state standards					
Objectives clarified and relevant					Your planning provides the maximum learning opportunity to your students.
Technique					
Gains attention/effective use of time	/				Routines & procedures effective (You have driven that home). - Each of your activities extended knowledge & variety of thinking skills emphasized.. Great Questioning techniques Formative & Interim. Excellent Constantly involved. (Engaged students - Even distribution instruction) Feedback always. Praise reinforcement etc.
Demonstrates content knowledge	/				
Effective behavior management and efficient routine procedures	/				
Pupil involvement; encourages students with appropriate reinforcement	/				
Motivates students	/				
Variety of strategies demonstrated	/				
Adaptations/differentiated instruction	/				
Dimensions of Learning methods/strategies	/				
Use of teaching aids; application/performance activities		/			
Assessment is integrated; pre and post; checks for understanding	/				
Integration of other subject areas	/				
Technology integration/use		/			
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				
Readiness/closure	/				
Positive classroom climate	/				

Administrator [Signature] Date 5-10-03 Teacher Jeff Bunner Date 5-12-03
 meeting: 5:12-03 10:30 AM

O - Performance observed; found satisfactory
 NA - Performance not observed; not applicable for this lesson
 NO - Performance not observed; inclusion could have strengthened lesson
 NI - Performance as observed indicated need for improvement

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Mr. Jeff Bunner Date of Observation 1-10-03 Grade 9

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	✓				You have a dynamic physical presence in the room. You are vigorous, animated and display involvement, excitement and interest in subject matter.
Maintains poise and composure	✓				
Exhibits personal enthusiasm	✓				
Demonstrates effective communication skills/clarity	✓				
Works cooperatively and respectfully with students	✓				
Preparation					
Lesson plans reflect objectives and strategies	✓				Extensive planning is evident.
Lesson aligns with state standards	✓				
Objectives clarified and relevant	✓				
Technique					
Gains attention/effective use of time	✓				- Your instructional delivery is excellent. You engage students in learning by using a variety of instructional strategies. Your performance demonstrates knowledge of content, students, standard clear assessments and instructional design. The performance based mid term was truly well organized & very creative!
Demonstrates content knowledge	✓				
Effective behavior management and efficient routine procedures	✓				
Pupil involvement; encourages students with appropriate reinforcement	✓				
Motivates students	✓				
Variety of strategies demonstrated	✓				
Adaptations/differentiated instruction	✓				
Dimensions of Learning methods/strategies		✓			
Use of teaching aids; application/performance activities	✓				
Assessment is integrated; pre and post; checks for understanding	✓				
Integration of other subject areas	✓				
Technology integration/use	✓				
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	✓				You establish and maintain a purposeful and equitable environment for learning. Students feel safe, valued, and respected. Good Job!
Readiness/closure	✓				
Positive classroom climate	✓				

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

meeting: 1-13-03

10:30 AM

Revised 8/02

WASHINGTON SCHOOL DISTRICT FORMAL OBSERVATION

Name Mr. Jeff Bunner Date of Observation 10-23-02 Grade 9

	O	NA	NO	NI	Comments
Personal Characteristics					
Models appropriate speech/behaviors	/				— Good Rapport. — You Care! Students understand this. <u>Very Professional.</u>
Maintains poise and composure	/				
Exhibits personal enthusiasm	/				
Demonstrates effective communication skills/clarity	/				
Works cooperatively and respectfully with students	/				
Preparation					
Lesson plans reflect objectives and strategies	/				Evidence of Extensive Planning - Lesson Plans - Strategies. - Room.
Lesson aligns with state standards	/				
Objectives clarified and relevant	/				
	/				
Technique					
Gains attention/effective use of time	/				— Great methods - (Music, Standing.) — Always. — Organization was excellent. — T.V. Clip: Excellent support. Good. You always are assessing. Reinforcement of other subject areas were evident.
Demonstrates content knowledge	/				
Effective behavior management and efficient routine procedures	/				
Pupil involvement; encourages students with appropriate reinforcement	/				
Motivates students	/				
Variety of strategies demonstrated	/				
Adaptations/differentiated instruction	/				
Dimensions of Learning methods/strategies	/				
Use of teaching aids; application/performance activities	/				
Assessment is integrated; pre and post; checks for understanding	/				
Integration of other subject areas	/				
Technology integration/use	/				
Student Reaction/Classroom Climate					
Actively engages students and provides opportunities to demonstrate learning	/				I appreciate your dedication & work ethic. You are willing to try & take risks. I enjoyed this observation. Continue to grow & Good Job!
Readiness/closure	/				
Positive classroom climate	/				

Administrator

Date

Teacher

Date

O - Performance observed; found satisfactory

NA - Performance not observed; not applicable for this lesson

NO - Performance not observed; inclusion could have strengthened lesson

NI - Performance as observed indicated need for improvement

meeting: 10-25-02
2:35 PM